

# **EDI – EQUALITY, DIVERSITY, INCLUSION**

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2022

- Nov – European Vascular Women whatsapp group created
  - Currently 119 members
- Dec - first meeting of Women in Vascular Surgery Group
  - Reviewed data and discussed ideas for improving EDI

2023

- Apr – Women in Vascular Surgery meeting in Charing Cross
  - Shared ideas on possible initiatives, received industry feedback on EDI, created Task Force Proposal group
  - ExCo agreed on an EDI statement and a census project
  - Push to increase % of women on podium at Annual Meeting 2023
- **Sep - Women in Vascular Surgery meeting in Belfast – finalise Task Force Proposal**

2023

- October – Task Force Proposal presented to ExCo
- October – ExCo Strategy Meeting will discuss EDI and ESVS values

# GOALS – MESSAGE FROM EXCO

Agreement that we want to increase diversity

Agreement that an overall strategy needs to be built

EDI statement agreed on and published:

The ESVS is an inclusive organisation, which values and seeks out a diverse membership pool, promotes inclusion among members. We embrace all differences and foster respect and a sense of belonging. We believe that diversity enriches our perspectives, improves our performance and makes everyone feel safe and valued.

Proposal to Improve Equality and  
Diversity throughout ESVS

A Halliday/AM Vrancianu/T  
Mastracci on behalf of a group  
of European Vascular Surgeons

## Introduction

Following the ESVS Annual Meeting in Rome (September 2022), a large group of women in the organisation met and agreed that ESVS did not yet reflect a diverse and equitable representation of Vascular Surgeons in Europe. We have held online and in-person meetings over 9 months, and this group decided to bring a proposal to the ESVS executive committee proposing a 'Task Force to Improve Equality and Diversity in ESVS'. The proposal below shares support from that group of women members in ESVS. We therefore ask that you consider the following proposal for adoption by ESVS which includes suggestions (beyond the Annual Meeting) to improve future diversity and equality in ESVS:

## Recommendations : Creation of a Task Force to Promote Equality and Diversity in the ESVS

We believe this task force should report to the ESVS ExCo

We believe the Chair of this task force should be invited to ExCo meetings to provide regular feedback, and to advise on issues where diversity and equality may play a role in decision making processes

We believe the task force should be of working-group size (6-8 members) and comprised of both trainee and Full members of ESVS to promote equality and diversity, representing various countries, religions and cultures, career stages and diverse practices across the age spectrum

We believe this task force membership should be elected from candidates from the pool of general members applying through an open application process, and not appointed or assigned

We believe this task force should have a minimum mandate of 3 years

## Goals of the Task Force

The first goal of the task force should be to agree Terms of Reference; however we also suggest the following as guidance to both ExCo and the Task Force:

To study the up-to-date state of equality and diversity in the European society based on a recent general membership census (or to facilitate/participate in analysis of a census if one has not yet been undertaken)

To seek external consultation (either from other medical societies, or from a consultant with special expertise in the field) to determine the best infrastructure for change, tailored to the needs of the European Vascular Surgery Community as well as to seek input from partner societies on the same.

To set guiding principles for the structure of the Annual Meeting, and for the structure of ESVS committees to better reflect equality and diversity.

To study the impact of changes that are made, by surveying the general membership, and by analysing participation in the committees/ Annual Meeting to determine if further changes are necessary

To report on the process and provide guidance to partner vascular societies who wish to understand/undertake similar processes.

To provide information to members about different initiatives and to collaborate with other groups or specialties in this matter

In addition, we believe the following should be considered, and could be delegated to the Task Force

Development of an Emerging Leaders programme that recruits (through an equal-opportunity process) young vascular surgeons or young vascular trainees to learn leadership skills and to play a larger role in the ESVS and its activities.

Anti-discrimination training for ESVS committee members and intentional training at the annual meeting to improve sensitivity to diversity (e.g. Academy workshop on unconscious bias, KOL forum leader to include women, possibly open forum sessions on 'how to mentor someone who doesn't look like you'.)

Although this group does not yet agree that fixed quotas for participation in ESVS should be mandated, a principle on which we all agree is that ESVS participation should reflect the future population of vascular surgery, rather than the current leadership. For many in our group, this means the ESVS should now for example aim for 40% of women representation in committees and faculty, to match the percentage of women trainees.

